

## Article - Labor and Employment

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§3-1604.

- (a) (1) An employer shall pay a covered employee a wage rate:
  - (i) for the 12-month period beginning January 1, 2022, that is not less than \$13.50 per hour;
  - (ii) for the 12-month period beginning January 1, 2023, that is not less than \$14.25 per hour;
  - (iii) for the 12-month period beginning January 1, 2024, that is not less than \$15.00 per hour; and
  - (iv) for the 12-month period beginning January 1, 2025, that is not less than \$16.00 per hour.
- (2) Beginning January 1, 2026, an employer shall pay a covered employee:
  - (i) a wage rate that is not less than \$16.00 per hour; and
  - (ii) an additional supplement benefit rate with a value not less than \$1.00 per hour by:
    - 1. applying the full supplement benefit to assist in covering the employee's share of health or other benefits, excluding paid leave;
    - 2. A. applying a portion of the supplement benefit to assist in covering the employee's share of health or other benefits, excluding paid leave; and
      - B. paying the balance in cash; or
    - 3. paying the entire supplement benefit in cash.
- (b) An employer shall pay an overtime wage of at least 1.5 times the usual hourly wage required under subsection (a) of this section on the basis of each hour over 40 hours that a covered employee works during 1 workweek.

(c) An agreement between an employer and a covered employee to work for less than the wage required under this section is void.

(d) (1) An employer may not include a tip credit amount under § 3–419 of this title as part of the wage of a covered employee whose duties include providing passengers with wheelchair assistance, including a wheelchair agent or a passenger service agent.

(2) An employer of a covered employee described in paragraph (1) of this subsection shall allow the covered employee to receive tips and retain all tips received.

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